

WELCOME

- Matthew T. Wallen, Director
- Division of Children and Family Services



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CHILD WELFARE TRAINING INNOVATIONS PRESENTS: SAFETY ORGANIZED PRACTICE (SOP)

PRESENTED BY:

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AGENDA

Welcome

Introductions

Desired Outcomes

Agreements

Introduction to Safety Organized Practice

Implementation Science

Leveraging the Wisdom in the Room

Question and Answer

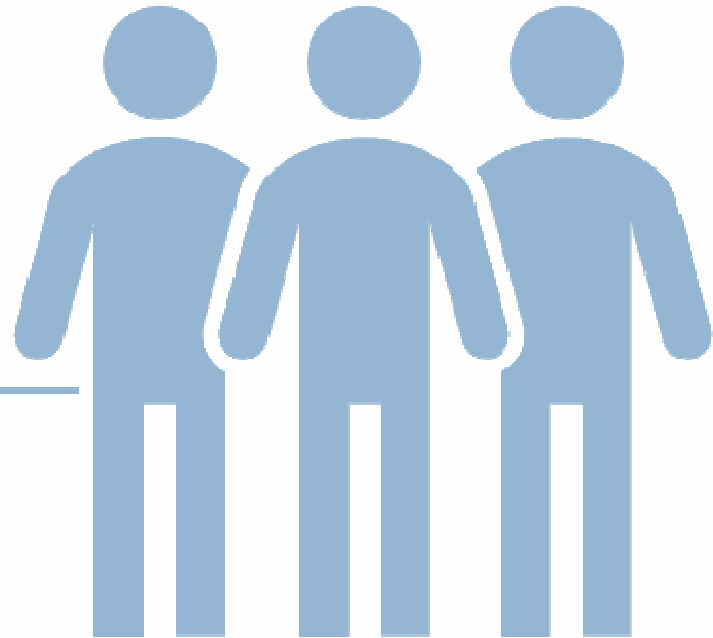


INTRODUCING YOUR FACILITATORS

- Jenni AhSing, MSW
 - Academy for Professional Excellence
 - Practice Consultant Manager
- Laura Krzywicki
 - County of San Diego Child Welfare Services
 - Policy and Program Support Manager



INTRODUCTIONS



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ACKNOWLEDGEMENTS

Thank you to:

- San Diego Child Welfare
- Academy for Professional Excellence
- Children's Research Center

... for their original work on this curriculum



DESIRED OUTCOMES

- Give you a brief overview of Safety Organized Practice
- Give you a brief overview of San Diego Child Welfare's implementation and their lesson's learned
- Gather some information from the audience (you!) to guide future planning
- To be transparent about our plans to integrate Safety Organized Practice into the work you already do.



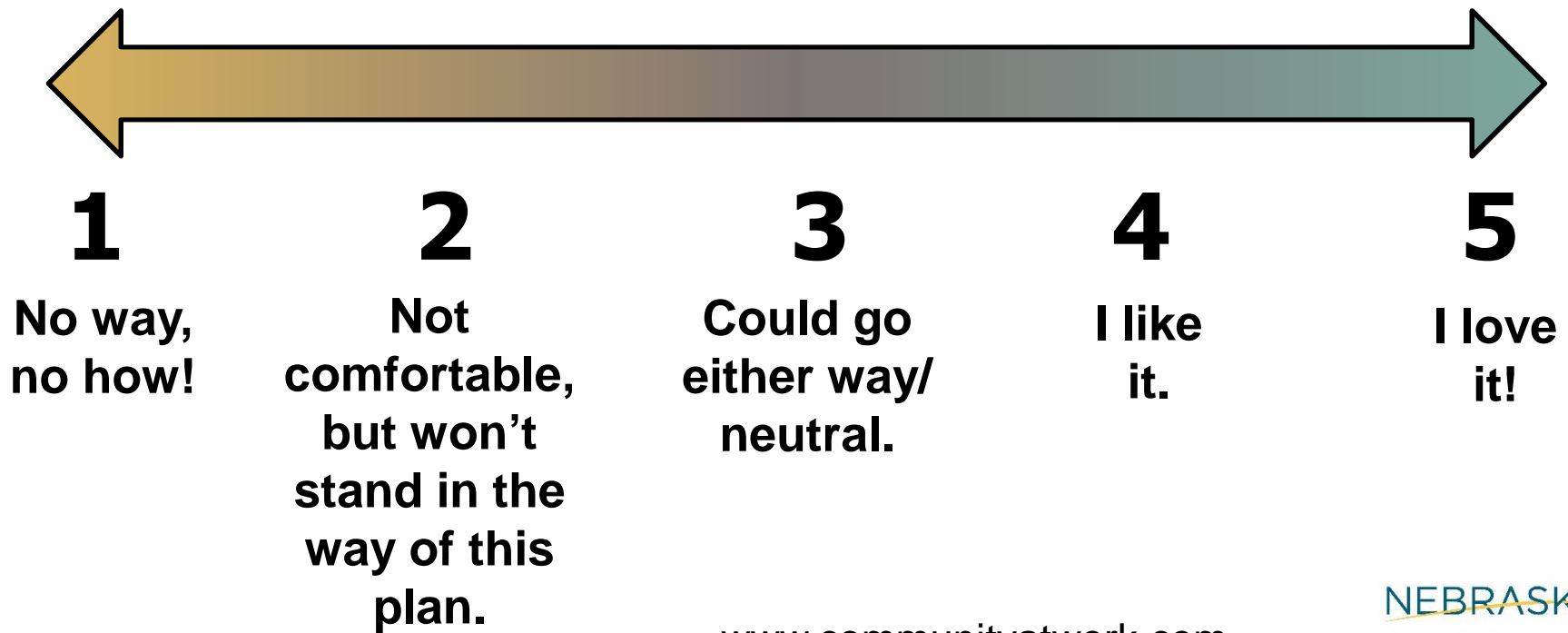
AGREEMENTS

- What agreements/rules regarding how we interact with each other, do we need in place to create a safe and productive learning environment?
- What do you need from:
 - Yourself?
 - The facilitators?
 - Your peers?



BUILDING CONSENSUS

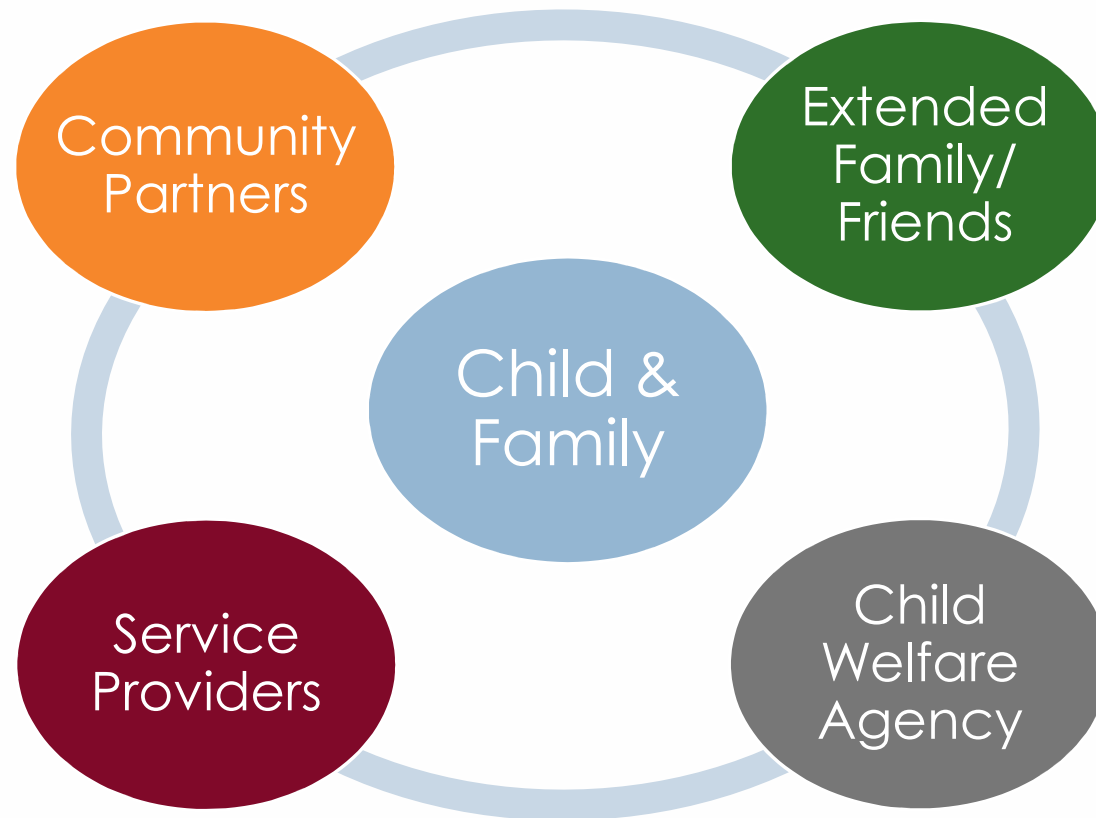
GRADIENTS OF AGREEMENT



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“IT TAKES A VILLAGE TO RAISE A CHILD”



A CULTURE OF SHARED LEARNING

- Increased transparency by inviting staff, families, youth, and partners to suggest improvements
- Shared responsibility for using data to drive decisions and outcomes
- Understand what we're doing well and grow those practices
- Develop interventions to reduce or eliminate problems



Nebraska Practice Model
Division of Children and Family Services

Intervention & Supports

- Quality Case Manager Visits with the Child, Mother and Father
- Informal Supports, Relatives & Kin
- Evidence Based/Supported/Promising Practice & Services
- Highly Trained and Supported Workforce

Assessment

- Fidelity with Structured Decision Making (SDM)®
- Drives Case Planning, Decision-Making and is Continual
- Considers History & Patterns of Behavior
- Individualized & Strengths Based

Family First

Planning

- Safety Plans
- Educational Plans
- Independent Living Plans
- Case Plans
 - Cultural Plans
 - With Family, With Others

Teaming

- Family Team Meetings
- Considering Multiple Perspectives
- Coming Together To Prevent Removals
- With Each Other for Assistance and Support
- Valuing Partnerships with Others to Enhance Communication and Create Efficiencies

Family Engagement

- Empathy & Accountability
- A Focus on Strengths, Hope, Honesty and Motivation
- Parental Involvement and Family Voice is the Gold Standard

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“THE WHY” AND “THE HOW”



You have a practice model that guides your work with children and families. (THE WHY)



The key concepts and the vision of your practice model and those of Safety Organized Practice align.



Safety Organized Practice does not replace your practice model but will be integrated into your practice model.



Safety Organized Practice's tools and practices are HOW you get the work done.

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WHAT IS YOUR CURRENT KNOWLEDGE OF SAFETY ORGANIZED PRACTICE?



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SAFETY ORGANIZED PRACTICE

GOOD WORKING RELATIONSHIPS

- Solution-focused interviewing
- Strategies for interviewing children

CRITICAL THINKING

- Mapping
- Structured Decision Making[®] (SDM) assessments

ENHANCING SAFETY

- Harm and danger statements
- Well-formed goals
- Building safety networks
- Collaborative planning



SIGNS OF SAFETY

- Developed in Australia in late 1990's by Steve Edwards and Andrew Turnell
- A response to both the need for critical thinking and enhanced partnerships
- Objectives of Signs of Safety are:
 - » ENGAGEMENT: Create a shared focus to guide casework among all stakeholders (child, family, worker, supervisor, etc.)
 - » CRITICAL THINKING: Help these stakeholders consider complicated and ambiguous case information together and sort it into meaningful CW categories
 - » ENHANCING SAFETY: Clear the way for stakeholders to engage in "rigorous, sustainable, on the ground child safety" efforts



SNAPSHOT: SOP CONCEPTS AND PRACTICES

- Balanced Assessments
- Behaviorally descriptive/simple language
- Transparency
- Trauma Informed
- Cultural Humility
- Solution Focused
- Common language
- Services do not equal safety
- Space of Inquiry
- Partnering/Collaboration
- Safety Definition
- Appreciative Inquiry
- Voice of the Child
- Voice of the Family
- Voice of SDM
- Strength Based
- Listening for the Empty Spaces
- Placement does not equal permanency



Definition of Safety

Actions of protection taken

by the caregiver,

that mitigates the danger and

is demonstrated over time.



THE THREE QUESTIONS

What are we
worried
about?

What is
working well?

What needs
to happen
next?

What is the impact of the caregiver's actions on the child?

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SAFETY AND CASE PLANS

- Created using detailed action steps that directly mitigate identified dangers
- A process, not an event
- Family, network, and child friendly
- A method for keeping children safe
- Success is a process
- Contain plans for monitoring success
- Good plans focus on creating guidelines that make contact between, the children and the identified danger, safe at all times
- No network, no plan!



SNAPSHOT: SOP TOOLS

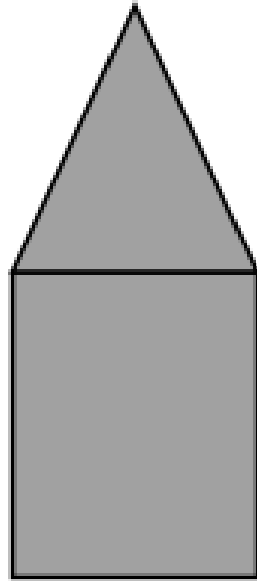
- Safety Definition
- Three Houses
- Three Questions
- Safety House
- Mapping
- The Framework
- Harm Statements
- Danger Statements
- Safety Goals
- Safety Networks
- Genogram
- Solution Focused Questions
- Circles of Safety and Support

INTERVIEWING AT OUR BEST

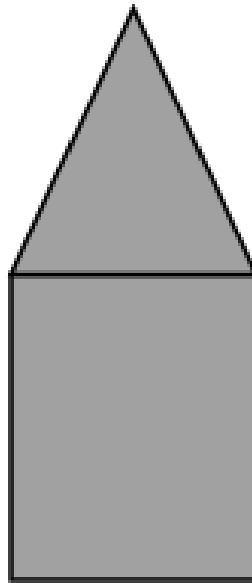
- Makes children's voices and perspectives a meaningful part of the process.
- Children are likely witnesses to all that goes on in a house.
- Children's perspectives are vital to gathering information about what is happening. Therefore, children need to be our partners in assessment.



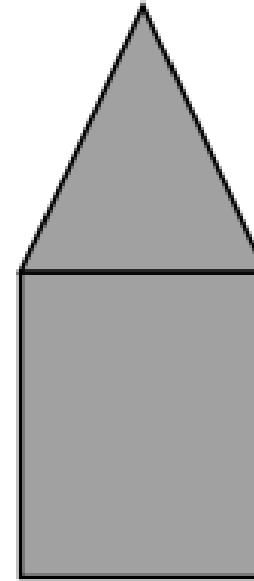
THREE HOUSES



House of Good Things



House of Worries



House of Hopes/Dreams

Nicki Weld and Maggie Greening



DURING THE DRAWING

Clarification, details

“And then what happened?”

Awareness of child’s process

“Do you want to take a break?”

Developmental awareness

“Tell me what the word ‘hurt’ means.”

Non-leading

“What else do you think I should know about?”

Above all: It is a conversation!

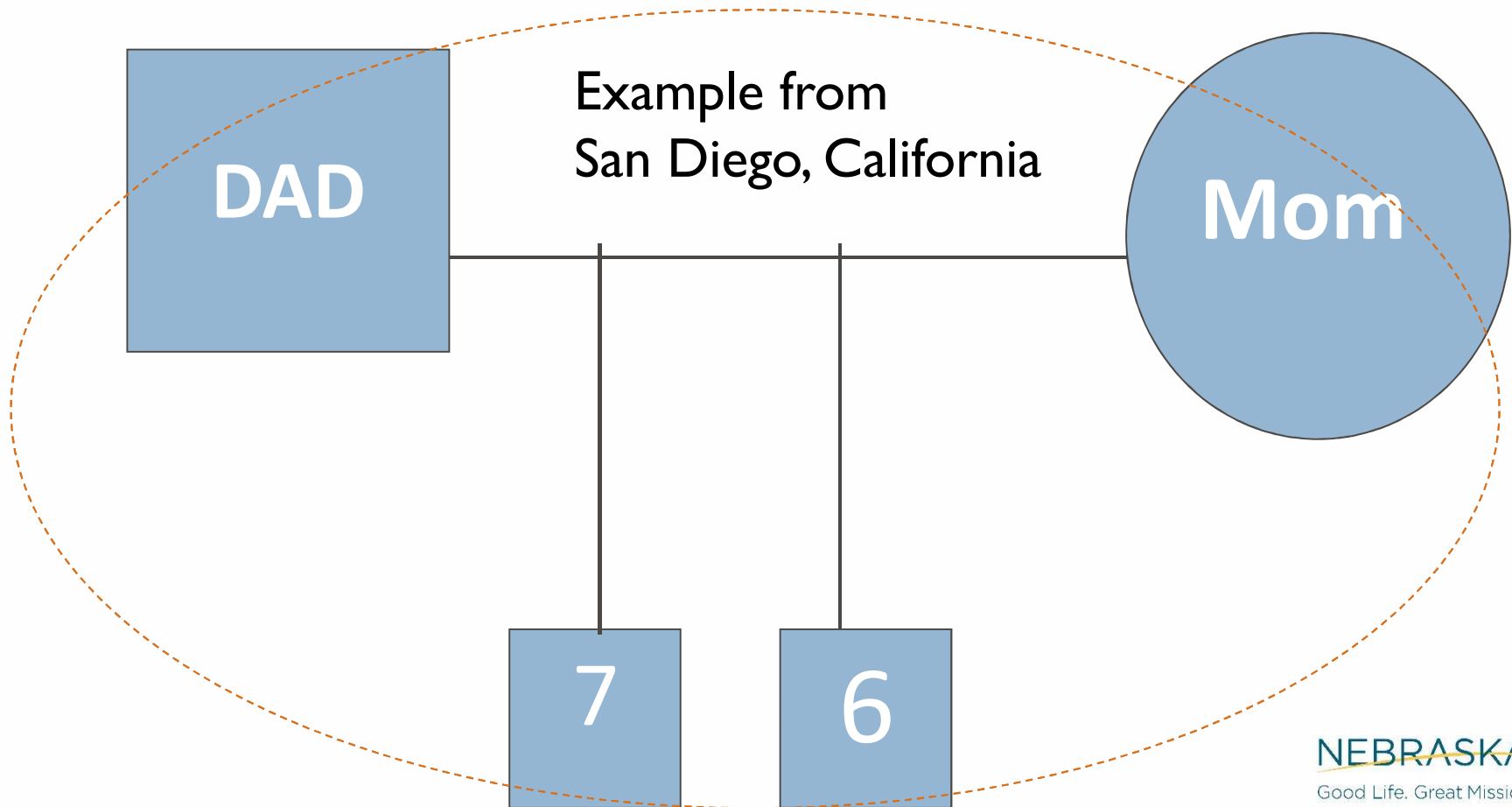


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THREE HOUSES EXAMPLE



House of Worries

- Dad scares us and we are afraid of him
- He yells
- He's mean
- He hits my mom and scares us
- Dad that he's been mean to mom hitting her and pinching her
- If we go back my dad told my mom that he will kill her

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House of Good Things

- Dad doesn't hit us
- likes the shelter
- I have friends at the shelter
- I like my new school

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House of Dreams

- I dream that I have a good life, that I'm safe
- No one knows the address here
- he won't take her away and he won't find her and do the same thing over and over

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Judge Carolyn Caietti
Presiding Judge of the Juvenile Division,
San Diego Superior Court



INTRODUCING AN INTEGRATED SAFETY ORGANIZED PRACTICE: HANDOUT BOOKLET



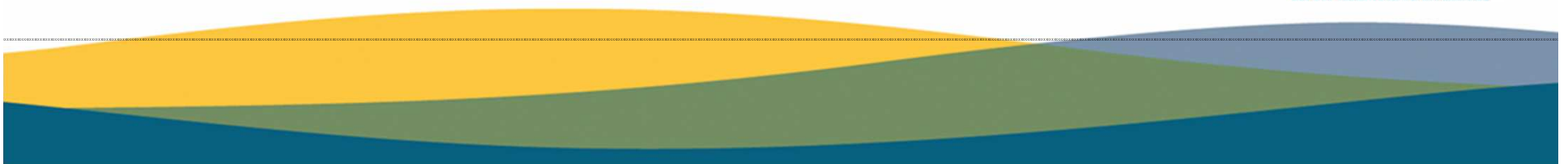
IMPLEMENTATION



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SDM IMPLEMENTATION LESSONS LEARNED

In 2006 San Diego Child Welfare implemented SDM.

- Staff had difficulty adapting to the new tools
- Did not have enough regional experts to assist with ongoing coaching
- Supervisors were not comfortable with the tools and struggled to assist staff
- No ongoing training was provided, e.g. refreshers, coaching
- Did not have a practice model to support the work
- SDM was seen as forms, not tools
- Advanced SDM series was trained to help provide refresher training and began to shape safety planning and case planning practice



SAN DIEGO'S SOP TRAINING IMPLEMENTATION

SOP Early Adopters

- 3 Day Overview
Helped Develop Curriculum for 12 Modules

Training for Supervisors

- Selected few received 3 Day Overview

Training for Court

- Juvenile Justices and Legal Partners received training

Regional Trainings

- Early Adopters facilitated 12 Modules County-Wide

SWIT

- Embedded 3 Day Overview in Social Work Initial Training

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SOP IMPLEMENTATION LESSONS LEARNED

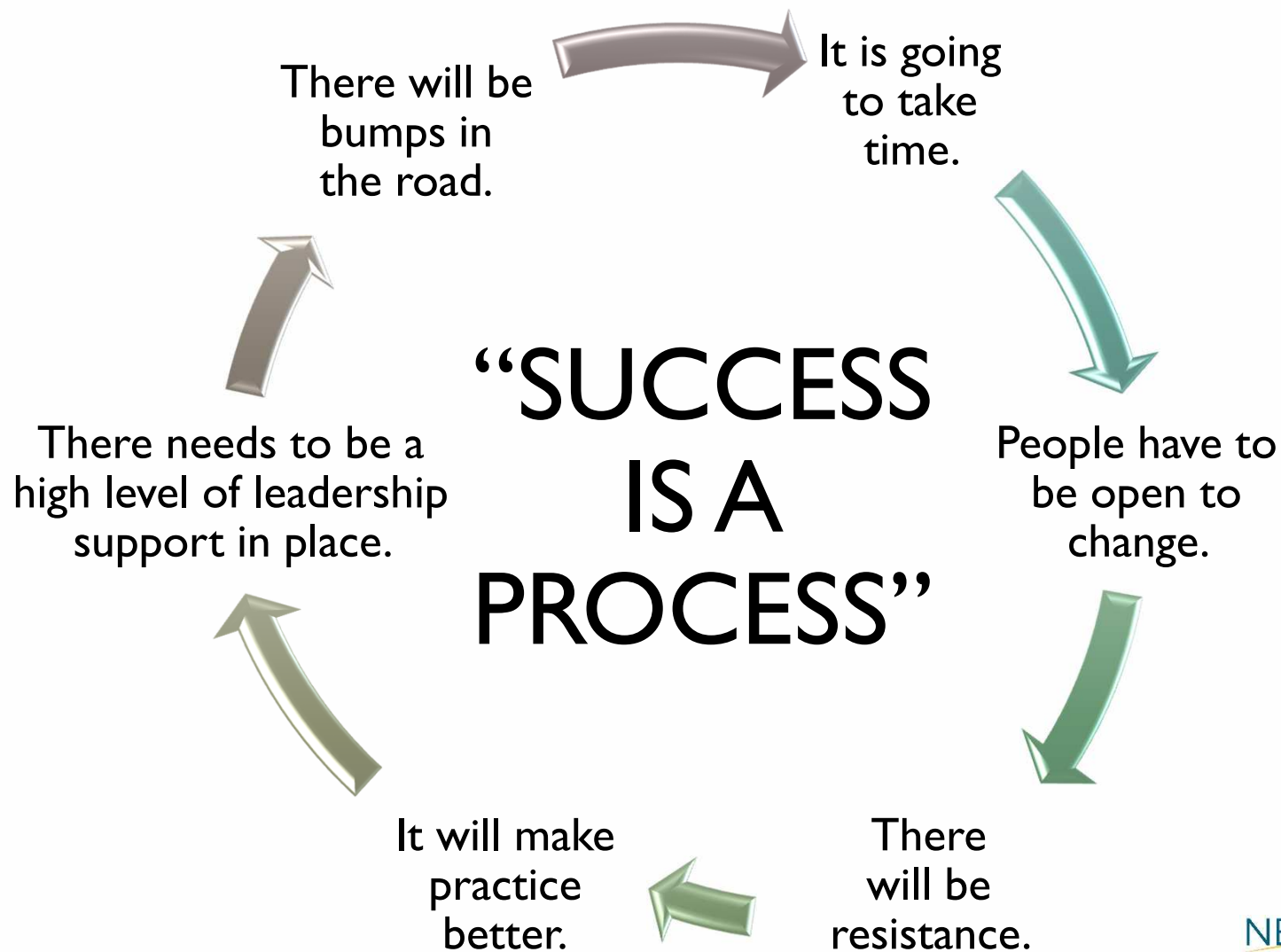
- Support for internal trainers is necessary for them to have the time and comfort level to train their peers
- Utilizing early adopters was effective
- Module series allows workers to learn new tools, practice skills and then return to add to their knowledge base
- Storytelling helped spread successes and build desire to “try on” the practice
- Coaching to support implementation was invaluable
- Supervisor learning needed to be strategic in order to support ongoing implementation
- Supervisor learning should have been more heavily emphasized earlier on
- Not mandating use of tools was positive and negative
- Court has provided positive feedback about language being used in court reports (Danger Statements, behavior-based case plans)
- Connecting SOP to other key initiatives





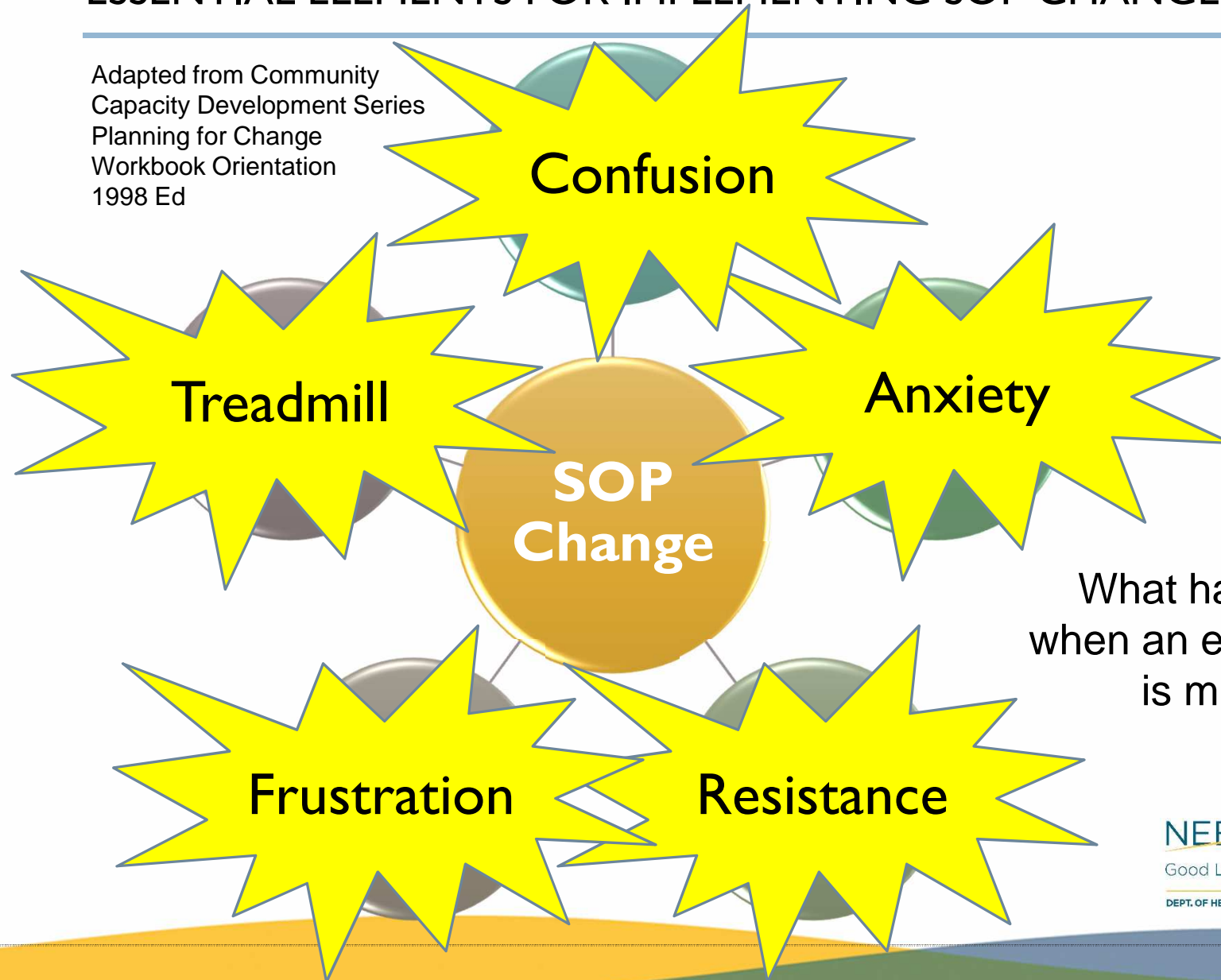
Judge Carolyn Caietti
Presiding Judge of the Juvenile Division,
San Diego Superior Court





ESSENTIAL ELEMENTS FOR IMPLEMENTING SOP CHANGE

Adapted from Community
Capacity Development Series
Planning for Change
Workbook Orientation
1998 Ed



What happens
when an element
is missing?

ACTIVITIES TO LEVERAGE THE WISDOM IN THE ROOM

We are going to do two activities to gather information from you all to help us start the conversation around implementation of SOP.



Use the yellow notecard!

What is your biggest worry about child welfare implementing safety organized practice?

Individual Time:

- Individually and silently answer this question.
- Please remember to only put down one answer or idea on your notecard.
- When you are done please look up to let us know you are done.

COMMON WORRIES REGARDING SOP

1. SOP is the flavor of the month.
2. SOP is just going to be more work.
3. SOP is going to be so “solution focused” we are going to be soft on safety.



ACTIVITIES TO LEVERAGE THE WISDOM IN THE ROOM

- We are now going to ask you another question and have you place the answer to each question on a notecard in front of you.
- Please only write one answer for this question.
- Please write legibly so others can read it.
- It will be anonymous so no one will know you wrote what you wrote.



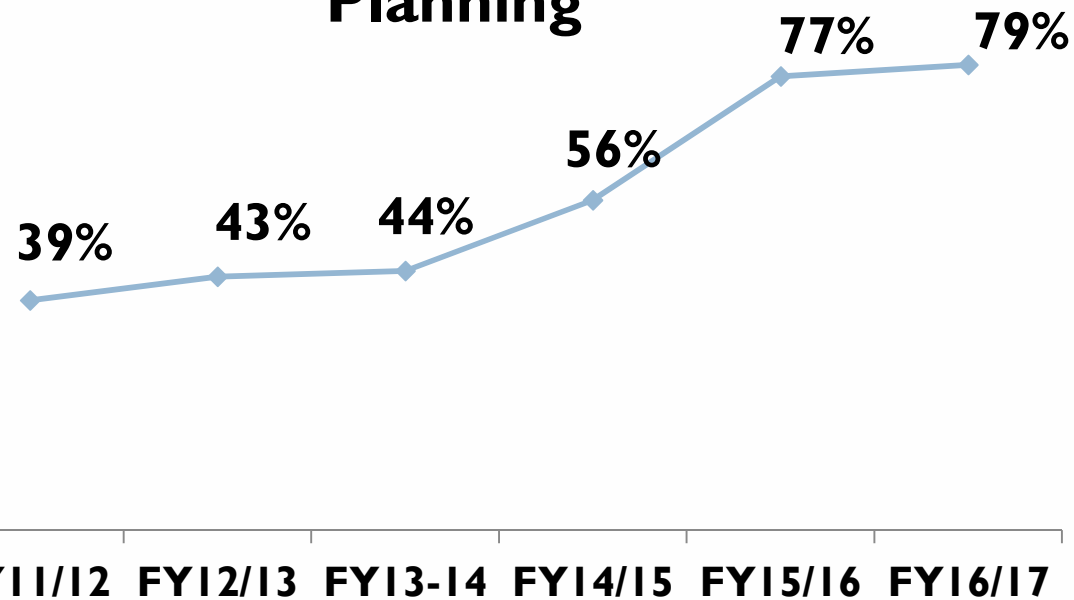
Use the blue notecard!

What is the one thing you think the leaders of Nebraska child welfare need to do to ensure a successful implementation of safety organized practice?

- Individually and silently answer this question.
- Please remember to only put down one answer or idea on your notecard.
- When you are done please look up to let us know you are done.

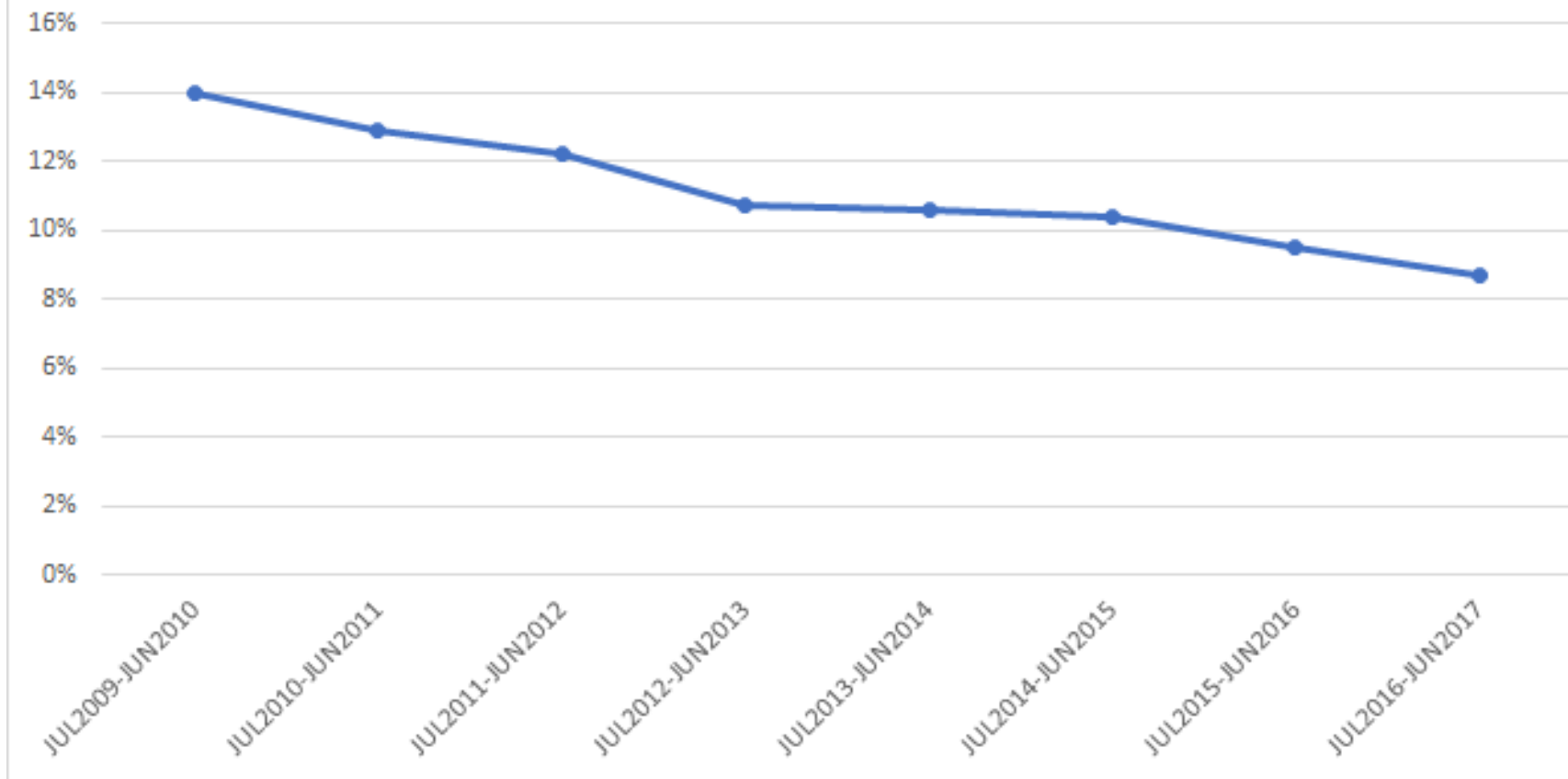
SAN DIEGO OUTCOMES

Families Engaged in Case Planning



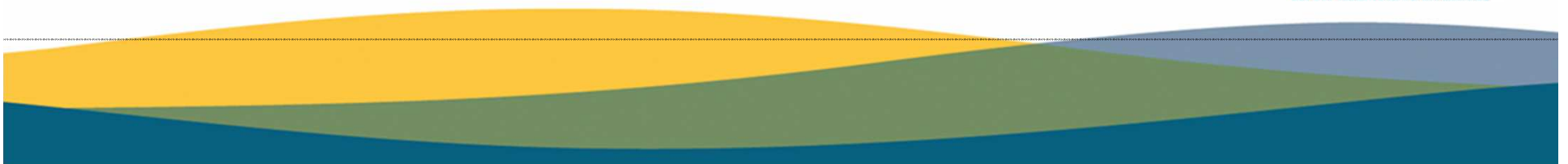
SAN DIEGO OUTCOMES

Rate of Substantiated Maltreatment



SAN DIEGO OUTCOMES SOP FIDELITY

- The most recent data from San Diego case reviews show that SOP is being used and documented in :
 - 56% of referrals
 - 86% of cases
- In both referral and case reviews we show a total of 70% model to fidelity.



Q & A



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PLUS DELTA

What worked well for this presentation?

What would you upgrade for next time?



THANK YOU!

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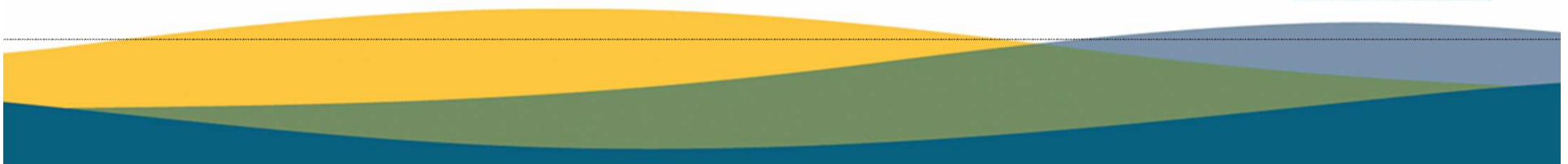
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- The term "safety-organized practice" was first used by Andrew Turnell (2004) to organize and frame day-to-day child welfare casework. It is designed to help all the key stakeholders involved with a child—parents, extended family, the child welfare worker, supervisors, managers, lawyers, judges, other court officials, and most especially the child him/herself—to focus on assessing and enhancing child safety at all points in the case process.
- Safety-organized practice is grounded in the working relationships between all of these stakeholders, and those relationships need to focus through a risk assessment and planning framework completely understandable to family and professionals. In many U.S. states, counties, and jurisdictions, safety-organized practice is a broader "umbrella term" that integrates elements of Turnell's Signs of Safety approach to child welfare casework with other child welfare innovations.
- To learn more about Turnell's work and the Signs of Safety approach, visit www.signsofsafety.net. To read his most recent briefing paper (2012 and always updated), visit <http://www.signsofsafety.net/briefing-paper>.

A WORD FROM ANDREW TURNELL

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